

## ABSTRAK

### **PENGARUH PROGRAM KESELAMATAN KESEHATAN KERJA (K3), INSENTIF, DAN LINGKUNGAN KERJA TERHADAP SEMANGAT KERJA KARYAWAN PADA PT. SHAULA TRANS STEVEDORING KUDUS**

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Penelitian ini bertujuan menganalisis pengaruh Program Keselamatan Kesehatan Kerja (K3), Insentif, dan Lingkungan Kerja terhadap Semangat Kerja Karyawan pada PT. Shaula Trans Stevedoring Kudus baik secara parsial maupun secara berganda. Penelitian ini menggunakan metode penelitian penjelasan (*explanatory research*). Uji instrumen menggunakan uji validitas dan reliabilitas. Uji hipotesis meliputi uji t dan uji F serta analisis regresi berganda dan analisis koefisien determinasi (*adjusted R square*). Berdasarkan hasil analisis data mengenai pengaruh Program Keselamatan Kesehatan Kerja (K3), Insentif, lingkungan dan semangat kerja terhadap Semangat Kerja karyawan, maka dapat diambil kesimpulan sebagai berikut (1) ada pengaruh Program Keselamatan Kesehatan Kerja (K3) terhadap Semangat Kerja Karyawan pada PT. Shaula Trans Stevedoring Kudus; (2) ada pengaruh Insentif terhadap Semangat Kerja Karyawan pada PT. Shaula Trans Stevedoring Kudus; (3) ada pengaruh Lingkungan Kerja terhadap Semangat Kerja Karyawan pada PT. Shaula Trans Stevedoring Kudus; (4) ada pengaruh Program Keselamatan Kesehatan Kerja (K3), Insentif, Lingkungan Kerja terhadap Semangat Kerja Karyawan pada PT. Shaula Trans Stevedoring Kudus secara berganda

Kata Kunci : Program Keselamatan Kesehatan Kerja (K3), Insentif, dan Lingkungan Kerja Terhadap Semangat Kerja.

## ABSTRACT

### THE INFLUENCE OF SAFETY PROGRAMS OCCUPATIONAL HEALTH (K3), INCENTIVES, AND THE WORK ENVIRONMENT AGAINST THE MORALE OF THE EMPLOYEES AT PT. TRANS KUDUS STEVEDORING SHAULA

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This research aims to analyze the effect of safety programs occupational health (K3), incentives, and the work environment against the Morale of the employees at PT. Shaula Trans Stevedoring Kudus well partially or in multiple . This research uses research methods of explanation (explanatory research). Instrumenn test using the test validity and reliability. Test test t encompasses hypothesis and test F as well as the multiple regression analysis and analysis of the coefficient of determination (adjusted R square). Based on the results of data analysis about the influence of safety programs occupational health (K3), incentives, environmental and morale against the Morale of employees, then it can be taken the following conclusions (1) there is the influence of the Safety Program Work Health (K3) against the Employee Morale at PT. Shaula Trans Stevedoring Kudus; (2) there is the influence of Incentives towards the Morale of employees at PT. Shaula Trans Stevedoring Kudus; (3) there is the influence of work environment on Employee Morale against PT. Shaula Trans Stevedoring Kudus; (4) there is the influence of safety programs occupational health (K3), incentives, work environment against the Morale of the employees at PT. Shaula Trans Stevedoring Kudus double.

Keywords: Safety programs occupational health (K3), incentives, and the work environment  
Against the spirit of the work.